

CAL POLY REPORT

California Polytechnic State University
San Luis Obispo, California 93407

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Social Security tax will increase

Starting with the first paycheck in 1979 to be received Friday (Dec. 29) with an issue date of Jan. 1, the Social Security tax rate for retirement insurance, survivor's insurance, disability insurance, and Medicare hospital insurance is 6.13% of gross earnings—an increase of .08% over last year. In addition, the "wage base," the maximum amount of earnings on which Social Security taxes are paid, rises from \$17,700 last year to \$22,900 in 1979. These increases result from legislation enacted in 1977.

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CAMPUS MEETINGS DISCUSS 10% PROGRAM CUT MANDATE

Cal Poly's response to the governor's request for a 10 percent program cut in the 1979-80 budget of The California State University and Colleges system will be included in a special meeting of the CSUC Board of Trustees at Long Beach on Thursday, Dec. 14.

President Robert E. Kennedy held a series of meetings with campus leaders this week culminating with a general faculty and staff meeting on Thursday, Dec. 7, at 11 am in Chumash Auditorium.

The meetings followed statements made by Governor Edmund G. Brown Jr. to the Trustees of The California State University and Colleges on Nov. 29 in Long Beach.

Kennedy attended the meeting along with Executive Vice President Dale W. Andrews, who has been named to become acting president when Kennedy retires on Feb. 1.

Kennedy and Andrews reported on the governor's remarks and discussions of the trustees and presidents of the 19 CSUC campuses.

The campus meetings provided discussion of the possible impacts at Cal Poly of the mandated program cuts and invited comment and suggestions from campus constituencies.

"We are not faced with a 10 percent

across-the-board cut as in the past," Kennedy said. "The reduction demand is for the elimination of programs. We have to make our input to Chancellor Glenn S. Dumke by Monday, Dec. 11."

Kennedy has not identified Cal Poly programs which could be "nominated for the axe."

"The Governor said he wants to make the cuts personally within three weeks of last week's meeting," Kennedy said.

He noted that the "high-cost" programs of architecture, agriculture, and engineering, which have been mentioned in connection with the governor's reduction request, are the mainstay of Cal Poly's role in higher education.

"In Cal Poly's case, these high-cost programs also are very cost-effective," Kennedy pointed out. "We honestly don't feel that we have programs that ought to be cut."

Kennedy and Andrews will attend the special trustees meeting on Thursday, Dec. 14.

NOTE: The statement made by Chancellor Glenn S. Dumke to the Board of Trustees regarding the \$69 million budget cut is attached to this issue of *Cal Poly Report*.

HOWARD WEST APPOINTED ACTING V P

The appointment of Howard West as Acting Executive Vice President of Cal Poly during the period that Executive Vice President Dale W. Andrews serves as Acting President of the campus was announced by President Robert E. Kennedy. West, Associate Executive Vice President since 1973, first joined Cal Poly's staff in 1959. Dr. Andrews' appointment as Acting President was announced by Chancellor Glenn S. Dumke in October. President Kennedy said that West would assume duties as Acting Executive Vice President in addition to his current duties.

The Executive Vice President administers a variety of university programs which are in support of the instructional program at Cal Poly. These include supervision of the Directors of Busi-

ness Affairs, Computer Center, Personnel Relations, Public Affairs, and the Cal Poly Foundation, as well as the Coordinator, Research Development and the Executive Dean, Facilities Planning. The director of the university's Communications Media Program also reports to the Executive Vice President, who is a member of the President's immediate staff, along with the Vice President for Academic Affairs and the Dean of Students.

Since joining Cal Poly as an English and journalism faculty member, West has served as assistant to the president (1961-1966), director of international programs (1966-1969), associate dean, resources and planning (1969-1973) and Associate Executive Vice President.



Howard West

Board of Trustees actions reported

The Board of Trustees of The California State University and Colleges took the following actions at its meeting Nov. 29:

- Authorized the Chancellor to seek funding for 1978-79 from the Governor and the Legislature to provide faculty and other academic employees and administrative, support staff and other nonacademic personnel with a general salary increase averaging 7 percent, retroactive to Oct. 1, 1978. If a salary increase is granted during 1978-79, the Board's request for 1979-80 will be reduced by an equal amount.
- Approved a 1979-80 budget request to provide salary increases for faculty and other academic employees of 14.4 percent, with an additional equity adjustment for librarians averaging 5 percent. Also requested funds for benefit improvements equivalent to those for other state employees, including a dental plan.
- Requested 1979-80 salary increases for administrative, support staff and other nonacademic personnel averaging 12.5 percent; requested funds to support a 7 cents per hour increase in shift differentials; and for equivalent fringe benefits.
- Approved a two-step increase in parking fees: Effective in fall 1979 the present monthly rate of \$10 will increase to \$12, and in fall 1981 to \$15. Further resolved that the Park-

ing Fee Task Force be reconvened for further investigation and exploration of alternative transportation schemes such as carpooling, alternate sources of funding, and lower fees. The parking system is self-supporting.

- Resolved that the Board is philosophically opposed to tuition, and urged the Governor and the Legislature to provide sufficient financial support to maintain adequate access to and quality of education and make tuition unnecessary.
- Repealed Board policy requiring executive and academic-administrative employees to retire at age 65, and amended policy on temporary certification to continue an employee beyond the mandatory retirement age to reflect the increase in the mandatory retirement age from 67 to 70. Also reaffirmed the policy that executive and academic-administrative employees serve at the pleasure of their appointing officers.
- Approved the Academic Master Plans for the CSUC covering the years 1979-80 through 1983-84.
- Resolved that special legislation be sought authorizing the CSUC to use the proceeds from the sale of the Voorhis property to make improvements on the North Ranch property previously purchased with the proceeds from the sale of Voorhis property, at Cal Poly, Pomona

Overdue audio-visual equipment is a problem

Audiovisual equipment is in increasing demand this year. In many cases, requests for use in classroom instruction are barely able to be met. Faculty members with AV equipment checked out are asked to return it on the due date, or before, if possible.

If the present demand stays steady and loaned equipment is not returned on time, audiovisual services will shortly be unable to meet instructional requests. The best way to prevent this is to return equipment when due. If this is not done, the service will be forced to refuse further issue of equipment to those faculty members with overdue items. Classroom set-ups will continue to be made as long as the necessary equipment is available. It is over-the-counter borrowing that will be curtailed. Cooperation is requested.



Holiday food service hours

Listed below are designated areas and hours of operation for all campus food service available during the approaching holiday season.

OPEN

Staff Dining Room will be open 8 am to 3:30 pm on Wednesday, Thursday, and Friday (Dec. 13-16); Monday through Friday (Dec. 18-22); and Tuesday through Friday (Dec. 26-29). Vending machines in Administration Building and Cellar will be open 8 am to 4:30 pm.

CLOSED

Vista Grande Restaurant, Snack Bar, Burger Bar, and Ice Cream Parlour will be closed Wednesday (Dec. 13) through Monday (Jan. 1).

Vista Grande Cafeteria will close after lunch Tuesday (Dec. 12) through Wednesday (Jan. 3). Student Dining Room and Sandwich Plant will be closed Wednesday (Dec. 13) through Wednesday (Jan. 3).

Final exams library schedule

In order to provide study space for students before and during the week of final examinations, the University Library will maintain the following schedule from Sunday (Dec. 3) through Tuesday, (Dec. 12):

Dec. 3-7 (Sunday-Thursday)

Entire Library open until midnight

Dec. 8-9 (Friday-Saturday)

Entire library open until 10 pm; extended hours until midnight

December 10-11 (Sunday-Monday)

Entire Library open until midnight

Dec. 12 (Tuesday)

Entire Library open until 5 pm; extended hours until 7 pm.

Library schedule for quarter break

The following schedule will be maintained by the University Library during the quarter break (Dec. 13 - Jan. 3):

Monday-Friday	8 am - 5 pm
Saturday-Sunday	Closed

The library will be closed on Monday (Dec. 25) and Monday (Jan 1).



IRS institutes coming up soon

Tax law will be the subject of two Internal Revenue Service institutes on Saturday (Dec. 9) and Friday and Saturday (Dec. 15 and 16) at Cal Poly. Tax accountants, tax attorneys, professionals in real estate/insurance/banking, and business owners/managers will find these programs particularly useful in expanding their knowledge of tax laws, according to Wallace H. Burt (Accounting) who coordinates the events in cooperation with the IRS.

Scheduled on Saturday (Dec. 9) is "IRS Specialized Tax Institute," an advanced level workshop, now in its ninth year at Cal Poly. Burt said Saturday's program includes such topics as installment method, corporate taxation, trusts and nontraditional churches, and current developments in tax law. Speakers' outlines, lunch, and refreshments are included in the \$30 enrollment fee.

"IRS General Tax Institute for Practitioners," an intermediate level workshop being presented for the fourth year at Cal Poly, will be held on Friday and Saturday (Dec. 15 and 16). It will cover foreign tax credit, tax consequences in divorce and separations, tax shelters, and current developments in tax law. The enrollment fee, \$30 for one day and \$50 for both days, covers outlines, lunch, and refreshments.

Certified public accountants and public accountants can earn eight hours of continuing education credit for each full day of registered attendance at the institutes. Under the California Accountancy Act, these hours may be used in license renewal. Further information can be obtained by calling the Accounting Department at Ext. 1384.



Social Security^[Cont.]

The state of California, as employer, will also pay more into Social Security in 1979 since the state matches, dollar for dollar, the Social Security taxes paid by employees. A leaflet describing your 1979 Social Security deduction will be distributed with payroll warrants received Friday (Dec. 29) at which time these new increases will be effective.

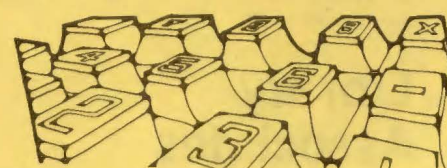
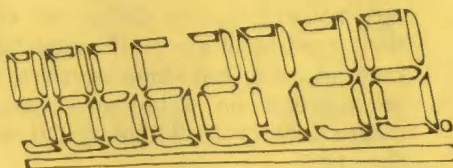
Campus and community plan to honor President Kennedy

Both the San Luis Obispo community and the university will honor retiring President Robert E. Kennedy at special events in coming weeks. First in the series will be a "Bob and Mary" retirement dinner to be held on Friday (Jan. 5) at 7:30 pm in Chumash Auditorium on campus. In addition to those for other invited guests, individual invitations to all Cal Poly faculty and staff members are being sent to home addresses. Ticket requests (at \$10 per person) will be honored in the order they are received in the Office of The Executive Vice President, Adm. 411. As seats are limited, those wishing to attend should obtain tickets as soon as possible. Upon receipt of payment, tickets for faculty and staff members will be sent by campus mail to their offices.

A dinner, sponsored by the San Luis Obispo Chamber of Commerce, honor-

ing Robert E. Kennedy as "Citizen of the Year" will be held on Saturday (Jan. 13) in the Madonna Inn Wine Cellar. A reception will begin at 6:30 pm and the dinner will be served at 7:30 pm. For information about tickets to this event, contact the San Luis Obispo Chamber of Commerce at 543-1323. This annual event of the Chamber of Commerce will be the fifth to honor a "Citizen of the Year," but this year the recipient has been named in advance in order to enable more community members to take part in the salute to Dr. Kennedy.

The third event planned is a reception for Dr. and Mrs. Robert E. Kennedy in the Staff Dining Room on Thursday (Jan. 18). Sponsored by the Cal Poly Wives' Club, it is open to all faculty and staff members and their spouses between 2:30 pm and 4:30 pm.



Computer Assisted Registration

Hazel J. Jones (Vice President for Academic Affairs) has announced the appointment of Lezlie Labhard (Home Economics) to serve as faculty representative on the Computer Assisted Registration, (CAR) Implementation Task Force. In addition to Labhard, the membership of the task force includes Donald M. Coats, (Associate Dean, Educational Services) Chairman; Robert Dignan, (Accounting Officer); Gerald Holley, (Director, Admissions and Records); and David Yang, (Manager, Data Processing Services).

The duties of the CAR Implementation Task Force are to coordinate the university efforts leading to the development and implementation of the curriculum Data Processing System (CDPS), and CAR. The CDPS is a computer system which includes the catalog, schedule, faculty and facility files, as well as associated programs needed for class schedule preparation, administrative reporting, and for the generation of the Academic Planning Data Base Report. Computer Assisted

Registration uses as a foundation the programs and data contained in the curriculum Data Processing System. The task force has established a target of Fall 1979 for the implementation of the CDPS and a test run for CAR to coincide with registration for Winter Quarter 1980. It is expected that the first Computer Assisted Registration will occur Spring Quarter 1980.

In making this appointment to the task force, Vice President Jones noted that Labhard's many years of experience as a member of our teaching faculty, as well as her duties on the Home Economic Department's scheduling committee, will be a valuable asset to the task force. As a former chair of the Academic Senate and a current member of the Foundation Board of Directors, Ms. Labhard has a knowledge of the campus and of the University's instructional programs that will be useful to the task force in formulating policies and procedures necessary for the successful implementation of CAR.

Lost & found and surplus property sale

There will be a sale of all unclaimed lost and found articles and all surplus property articles on Tuesday (Dec. 12) between 8:30 am and 4 pm in the University Warehouse, Building #70. Tuesday will be used for the receiving of bids. Bids will be compiled on Wednesday (Dec. 13) and lists of highest bidders will be posted on campus. All highest bidders will pick up items on Thursday (Dec. 14) only, between 8 am and 3:30 pm. Friday (Dec. 15) will be used for 2nd and 3rd highest bidders to claim items not claimed by highest bidders. Second highest bidders will claim items between 8 am and 12 noon and 3rd highest bidders will claim items between 1 pm and 4 pm. Clothing, books, jewelry, calculators, electronic equipment, stoves, chairs, drawing table tops, drafting machines, refrigerators, and various miscellaneous items will be available. The university reserves the right to reject any or all bids.

Library Associates forming

Norman D. Alexander (Library Director) has announced that all Cal Poly employees are invited to a meeting to organize the charter membership of the Library Associates of Cal Poly. The purpose of this new organization will be to encourage understanding and appreciation of the work of the university library and to provide a medium through which friends of the library may become acquainted and share their enthusiasm and interest in books and related materials. The meeting will be held on Thursday (Dec. 14) at 8 pm on the second floor of the university library.

Correction for Campus Directory

The telephone number listed in the 1978-79 Campus Directory yellow pages under "El Corral Bookstore, Information" should be 2838, not 2823. Please make the change in your copy of the directory.

Poly professor on 'Viewpoint'

Margaret Homfrey (Child Development) will be the interview guest for the "Viewpoint" program to be broadcast at 6 pm on Saturday (Dec. 30) by KSBY-TV, Channel 6, San Luis Obispo. Miss Homfrey, a long-time associate of Dr. Marie Montessori, developer of the Montessori philosophy and method of teaching children, will discuss Dr. Montessori and her impact on education with "Viewpoint" host Arthur Hapgood. The program will be aired again at 7 am on Sunday (Dec. 31).



Vacation housing for students

The Housing Office has had a number of requests from students for temporary housing during Christmas vacation. If any faculty or staff person has a room in his or her home which would be available on a temporary basis, please contact the Housing Office at Ext. 1227.

New employees and promotions

Donald L. Shelton (Director of Personnel Relations) announced the following appointments to new positions and promotions in the support staff personnel for November, 1978. A hearty welcome is extended to the new members of the Cal Poly staff and congratulations to those that have been promoted!

NEW EMPLOYEES

Robert O. Anderson, Equipment Technician, Physics Department; Charlene E. Broock, Clerical Assistant, Learning Assistance Center; Judi A. Brown, Data Entry Operator, Computer Center; Connie J. Davis, Clerical Assistant, English Department; Deborah M. Gambrell, Clerical Assistant, Admissions & Records; Anne M. Glover, Computer Programmer, Computer Center; Judith A. Gordon, Clerical Assistant, Counseling Center; Monica Guggia, Groundsworker, Grounds De-

Faculty/staff fee waiver program

Information and appropriate forms are available in the Personnel Office for full-time faculty and staff (state employees only) to participate in the fee waiver program. Those who take Cal Poly courses under an approved program of career development, or who have had courses approved as work-related, may be eligible for a waiver of certain fees. Deadline for return of completed, approved forms for the Winter Quarter 1978 is Wednesday (Dec. 13). Additional details may be obtained by calling Robert M. Negranti (Staff Personnel Officer) at Ext. 2236.



Plant Shop closes for Christmas

The Cal Poly Plant shop at The Ornamental Horticulture Unit will close from Saturday (Dec. 23). It will re-open Tuesday (Jan. 2). Open hours are still 1 pm to 5 pm Monday-Friday, and 9 am to 5 pm on Saturday; closed Sunday.

partment; Christine Heidemann, Clerical Assistant, Plant Operations; Virginia B. Johnson, Pharmacist, Health Center; Ernest Joy, On-Call Custodian, Residence Hall Services; Daryl Ruth Landon, Slide Curator, Architecture; Elizabeth Lunsford, Intermediate Account Clerk, Financial Operations; George E. Mead, Groundsworker, Grounds Department; Barbara S. Musgrave, Clerical Assistant, Chemistry, Chemistry Department; Becky Powell, Clerical Assistant, History Department; Janice H. Rucker, Clerical Assistant, Admissions & Records.

PROMOTIONS

Betty Crocker, Departmental Secretary, Child Development; Richard M. Ramirez, Associate Budget Analyst, Financial Operations; Peggy J. Smith, clerical Assistant, Admissions and Records.

STAFF VACANCIES.....

Vacant support staff positions have been announced by Robert M. Negranti, Staff Personnel Officer. Descriptions of the positions and other vacancies are posted outside the Personnel Office, Adm. 110, Ext. 2236. Contact the Personnel Office to obtain an application. The University is subject to all laws governing Affirmative Action and equal employment opportunity including but not limited to Executive Order 11246 and Title IX of the Education Amendments Act and the Rehabilitation Act of 1973. All qualified persons are encouraged to apply.

Student Affairs Assistant I, \$1101-\$1322/month, Placement Center. Responsible for the coordination of the on-campus interview program, including soliciting and editing necessary information from employers, writing bulletins to publicize interviewing opportunities, speaking to classes and workshops about interviewing, writing reports, and maintaining statistics and reference files. Requires organizational, administrative, and public relations ability, a Bachelor's degree, plus six months experience or six months graduate education related to Placement activity. Closing date: 12-28-78.

Data Entry Operator, \$742-\$886/month, Financial Operations, business Affairs

Division. Duties: Operates keypunch machine/verifier (129 and 029) to punch and verify information on 80 column cards; assists in updating data entry documentation control of card inventory and student assistant training. Requirements: six months experience in IBM Machines; ability to punch not less than 7000 columns per hour with error rate not more than 5%; follow written and verbal instructions and willingness to work under noisy conditions and must have taken the General Clerical Test. Closing date: 12-21-78.

Clerical Assistant II-A, \$729-\$871/month, Library. Primary responsibilities include recording the receipt of periodicals, writing for items not received or missing issues, posting of invoices, and maintenance of Kardex file. Legible handwriting and good understanding of alphabetical filing system necessary for this position. 40-hour work week, with flexible hours, evenings and weekends. One year clerical experience, type 45 wpm and must have taken the General Clerical Test. Closing date: 12-21-78.

Operating Engineer, \$1121-\$1228/month, Engineering Services, Business Affairs Division. Duties: Operate and maintain boilers regularly; service compressors, vacuum pumps, and other related equip-

ment; will keep records of operations and service functions performed; will assist Building Service Engineer with the maintenance and repair of HVAC systems, plumbing, electrical and mechanical systems. Requirements: One year of full-time experience assisting in the operation, maintenance and servicing of boiler room equipment. Must have general knowledge of HVAC systems, refrigeration and water treatment equipment. Closing date: 12-21-78.

Head Resident I, \$878-\$1052/month, Residence Hall Services. Duties and responsibilities: Serves as administrator to assure proper maintenance and custodial functions, schedules duty hours; serves as personnel manager responsible for interviewing, training, supervising and evaluating resident advisors; receives and distributes mail; serves as programs coordinator, counselor, public relations person, and educator. Requirements: two years experience as a head resident or full time counselor. Equivalent to graduation from college. Ability to keep a variety of records. Ability to develop rapport and understanding among all segments of the campus community. Hours: Live in position, 24 hours/day, seven days/week coverage. Closing date: 12-21-78.

FACULTY VACANCIES.....

Candidates for positions on the faculty of the University are presently being sought, according to Donald L. Shelton (Director of Personnel Relations). Those interested in learning more about the positions are invited to contact the appropriate dean or department head. This University is subject to all laws governing Affirmative Action and equal employment opportunity including but not limited to Executive Order 11246 and Title IX of the Education Amendments Act and the Rehabilitation Act of 1973. All qualified persons are encouraged to apply.

Assistant Professor, \$14,256-\$17,136/year, depending upon qualifications, Music Department, School of Communicative Arts and Humanities. Choral Conductor to conduct Men's and Women's Glee clubs, and mixed Choral Jazz Ensemble. Other teaching assignments based on competencies. Master of Music degree required: doctorate preferred. Two years of choral conducting at college level and some experience at secondary level desirable. Closing date: 1-31-79.

Lecturer, \$4,752-\$5,712/quarter, Soil Science Dept., School of Agriculture and Natural Resources. Teach Introductory Soil Science for the Winter and Spring Quarters, 1979 only. Duties will include

teaching lectures and laboratories in Introductory Soil Science. Candidate should possess an M.S. degree in Soil Science, and also have had previous experience teaching Introductory Soils courses. Closing date: 12-20-78.

Assistant/Associate Professor, \$15,624-\$21,624/tenure track position, available for 1979-80 academic year. Management Dept. School of Business. Duties may include teaching some combination of courses including Organizational and Management Theory, Human Resources Management, Industrial Relations and Business Strategy and Policy. Prefer candidates with doctorate with a major in Management or ABD's nearing completion with industrial, government, or management consulting experience. Closing date: 2-15-79.

Assistant/Associate Professor, \$15,624-\$21,624/year, tenure track, position available for 1979-80 academic year. Management Dept., School of Business. Duties may include teaching some combination of courses including Production and Operations Management, Industrial Management, Organizational and management Theory, and Business Strategy and Policies. Prefer candidates with doctorate with a major in management or ABD's nearing completion with industrial, government,

management consulting or lecturing experience. Closing date: 2-15-79.

Assistant Professor, \$14,256-\$17,136 for academic year. Crop Science Dept., School of Agriculture and Natural Resources. This is a regular tenure track position. Duties include teaching vegetable science and intensive row crop courses in both lectures and laboratories and supervising field enterprises in vegetable crops. Master's Degree in Crop Science or Horticulture (concentration in vegetable production) with a Ph.D. desirable. Appropriate experience in the field is essential. Closing date: 4-1-79.

Readvertisement

Assistant/Associate Professor, \$14,256-\$21,624/academic year. Three positions, Home Economics Department, School of Human Development and Education. Positions available Sept., 1979. (1979-80 academic year). Teach courses in: (1) Clothing, Senior Projects, and Teacher Education, (2) Consumer Education, Management, and Senior Projects, (3) Clothing Merchandising, Creative Textiles, and Senior Projects. Ph.D. required in one of the above areas with supporting strengths in other areas. Prior university teaching experience preferred. Corrected Closing date: 2-20-79.

WHO...WHAT...WHEN...WHERE???

Marcel E. Sedletzky, *Architecture and Environmental Design*, participated at the 13th World Congress of the International Union of Architects held in Mexico City Oct. 23-27. Discussions were centered around Architecture and National Development theme. 6500 delegates from practically every country in the world attended the congress.

James Tseng, *Electronic and Electrical Engineering*, has been appointed by the San Luis Obispo City Council as a member of the Citizens Advisory committee. Tseng is currently the Chairman of the Bylaws Subcommittee of the CAC.

Alice C. Loh and Walter M. Tryon, both *Landscape Architecture*, attended and participated in workshops at the California Council of Landscape Architects Conference held in Sacramento on Nov. 11, 12, and 13.

Robert D. Vance, *Acting Head, Food Industries*, has had an article on the subject of Cal Poly's agricultural enterprise program published in the October issue of *Meat Processing* magazine. The article traced the development of the program and described several student enterprise projects for the processed meat industry trade publication.

Ivan L. Sanderson, *Manager, El Corral*, was recently appointed by the National Association of college Stores to direct their management Workshop next July at the Stanford University School of Business.

Herschel L. Apfelberg, *Graphic Communications*, was the keynote speaker at the November meeting of the Sacramento Club of Printing House Craftsmen. The meeting was dedicated to graphic arts education and its relationship to the printing industry.

Donald R. Floyd, *Social Sciences*, attended a chautauqua-type short course on the "Impact of Plate Tectonics on Geological Theory." The National Science Foundation sponsored course was held at Santa Ana College on Nov. 16-17.

John E. Harrigan, *Architecture*, was elected to the status of Fellow in The Human Factors Society at the 1978 Executive Council meeting held in Detroit this Oct. According to the certificate Harrigan received, the election was based on "substantive contributions to the field of architecture, assumption of responsibility for human factors efforts, and service to the society or related professional organizations."

Carlton M. Winslow, *Acting Head, Architecture*, served as moderator for a six member team to present a "kaleidoscopic" view of architectural design in California in the 20th Century at the 1978 Conference of the California Council, American Institute of Architects (CCAIA) held recently in San Francisco.

Tomas J. Lee, Robert Meyers, and Carolyn Shank, all *Physical Education*, participated in the Society of California Recreation Educators' annual conference at Asilomar, Nov. 17-19. Mr. Meyers was elected vice president of this organization for 1979-80.

Dan Bertozzi Jr., *Business Administration*, is the author of an article titled "Compensation Policy for the Closely-Held Corporation: The Constraint of Reasonableness." The article appeared in the fall issue of *The American Business Law Journal*.

Daniel Najera, and Claudio Y. Silvo, both *Foreign Languages*, and Verlan H. Stahl, *Head, Foreign Languages*, attended a colloquium on "Cervantes and the Renaissance" at Pomona College in Claremont, Nov. 16, 17 and 18.

Steven H. Yoneda, *Physical Education*, has been appointed to the committee of the California Workshop for Physical Education and Athletic Coaching, and coordinator of the sports medicine section of that workshop.

Joanne B. Ruggles, *Art*, is currently exhibiting her prints in Conjoint North/South, the comparison-contrast exhibition of the California Society of Printmakers and the Los Angeles Printmaking Society. The exhibition was first displayed at the Brand Library Art Galleries in Aug. and more recently at Mills College Art Gallery, Oakland. Ms. Ruggles has been juried and accepted for membership in both of the print societies.

John B. Connely, *Coordinator, Liberal Studies*, presented a paper, "Our Educational Quandary," at the annual meeting of the Far Western Philosophy of Education Society on Dec. 1-3. The conference was sponsored by Stanford University.

Sabah Al-hadad, Alfred M Bachman, and Neal R. Townsend, all *mathematics*, attended the Fall Conference of the California Mathematics Council Northern Section at the Asilomar Conference grounds. in Pacific Grove Dec. 1-3.



**Don't make your family
wait for Cal Poly news...
Take me home this week!**

PRESENTATION TO THE BOARD OF TRUSTEES
THE CALIFORNIA STATE UNIVERSITY AND COLLEGES

by

Chancellor Glenn S. Dumke

on

The Governor's Request for a Possible
\$69-Million Cut in CSUC Program Expenditures

I. The Governor's Letter of Request

On November 8 Governor Brown personally requested all Agency Secretaries and Department Directors to identify five or more lowest priority programs within their departments which would amount to a 10% reduction in State funding. The deadline for reply was November 21.

In reviewing the alternatives open to the Board for consideration, I have been guided by the fact that the Governor's request specified that there should be "no across-the-board reductions" and that it should be assumed "that statutes and regulations can be changed to achieve the reduction...." The Governor's request also pointed out that his overall State 1979-80 budget "...will reflect a total growth no greater than 10% above the 1978-79 appropriation level."

This request is the latest in a series of budget instructions we have received from the Governor and the Department of Finance over the past few months.

It comes on the heels of a \$14-million reduction last June which already is causing us serious problems--a reduction that we have been told is being mandated as a permanent cut for future budgets. Beyond that, a post-Proposition 13 reduction of approximately \$35,000,000 for warranted salary increases was imposed this year.

This new request, if carried out in its entirety, would call for a minimum \$69,000,000 reduction in CSUC expenditures.

Although many alternatives must be considered in order to effect a budget cut of that magnitude, we must recognize at the outset that regardless of the alternative--or combination of alternatives--which we might choose, there is no way of cutting \$69 million without drastically cutting people--the high cost item in any higher education budget--and people represent programs. In our system, a cut of this magnitude would call for a "bottom line" reduction of over 3,200 faculty and staff, with a resultant loss of capability that would force us to deny access to at least 31,000 students.

Because of the enormity of this impact, I asked for and received approval to delay our response until after a discussion of the matter with the Board of Trustees.

As we begin our deliberations on this matter, the Board need not be reminded that the budgets submitted to Sacramento by this system in the past not only have been carefully prepared with economy in mind, but once received in Sacramento, have undergone rigorous scrutiny by the Department of Finance, the Legislative Analyst and the Legislature to assure that our levels of overall support have been fully justified.

The Board should recognize, therefore, that the imposition of a massive budget reduction will entail more than a simple fiscal response.

It will require us to present alternatives that, if imposed, will result in radical changes in the character and objectives of the CSUC; alternatives that will require a major reversal of established policies of this Board, the State of California and even the Federal Government.

Our response to the Governor's request will require the specific attention of the Board in the area of policy.

II. Effectiveness and Productivity of the System

Since one of the major thrusts of the Governor's letter is to identify "effective and cost-beneficial" programs, it is important to point out that the administration of The California State University and Colleges has provided the people of California a system of higher education that, in itself, is "effective and cost-beneficial."

This becomes clear when one notes, for example, that in FY 1967-68 the cost to the State per Full-Time Equivalent student in this system was \$1,369, while in FY 1978-79 the State cost per FTE student in this system is \$1,324--or \$45 less than it was ten years ago, on the basis of constant dollars.

(In FY 1967-68, this system was appropriated \$197 million for 144,120 FTE students. For FY 1978-79, CSUC was appropriated \$691 million for 237,080 FTE students.)

These data clearly point to the fact that this system has effectively provided quality education to citizens of California at a unit cost which has increased considerably less than the rate of inflation.

Dividends to California taxpayers from resources allocated to this system are many.

In 1976-77, approximately 52% of the bachelor's degrees and 31.7% of the master's degrees conferred by all California institutions of higher education were awarded by CSUC campuses. Over 50,000 degrees (bachelor's and master's) are conferred annually by campuses of The California State University and Colleges. Since we became a unified State University system in 1960, more than 600,000 students have been graduated from our universities and colleges to meet the needs of this State.

III. Impact of a 10% Budget Reduction

The Governor's letter requested that we "identify existing programs which may be subject to reduction, elimination or redirection." The request further stipulated that these identified programs or activities should result in a reduction of no less than 10% for State-funded programs.

As noted earlier, a 10% reduction in the 1978-79 State appropriations to this system would amount to approximately \$69.2 million.

In order to place the potential impact of such a devastating reduction in State appropriations to the CSUC in a more realistic perspective, let me cite some of the alternatives which the Board may have to consider if a reduction of that size is imposed on this system.

As I mentioned in my opening comment, the first effect of a 10% reduction has to be in terms of people, for that's where the principal expenditures are, and people translate into programs.

Such a reduction would result in a cutback of 3,266 positions of the 32,662 currently authorized within this system.

Faculty positions would make up about 1,320 of those positions, while some 1,940 support staff, administrators, professionals, technicians and clerical personnel would account for the remainder.

Obviously, if a 10% reduction is effected, and the total work force is reduced by some 3,200 people, our capability to continue existing programs will be severely reduced, with the result that immediate steps will have to be taken to deny access to at least 31,000 individual students (about 23,162 full-time equivalents).

If, however, one were to assume that access would remain unchanged, then workload required of faculty (and staff) would have to be substantially increased.

Such an increase in workload for faculty not only would diminish our program quality, but would be impossible to achieve without putting ourselves completely out of line with every other university of quality in the country.

Such a teaching load would be without precedent in senior institutions of higher education in the United States. It would threaten our accreditation and the acceptability of our students in graduate schools and many other areas.

With regard to the denial of access to students, it is, at best, problematic whether a 10% budget reduction could be effected in a six-month to a one-year period.

It is my view that each campus has a legal, and, more importantly, a moral obligation to provide an opportunity for currently enrolled students to meet their stated academic objectives. Existing programs identified for deletion would therefore have to be phased out gradually over a three- to five-year period.

At the same time, admissions policies, criteria, etc., would have to be revised to limit access to new students.

Any changes of this sort would necessarily have to be carefully considered from a policy perspective to minimize unnecessary hardships to those affected. In other words, careful planning would be required. Estimates of budget reductions achievable in this way can be arrived at only after close analysis of the many complexities involved.

Given the inherent human and programmatic problems involved in an abrupt dismissal of more than 3,200 employees in this system, the implementation of that alternative, as a way of cutting \$69.2 million from the CSUC budget, is an impractical solution. Likewise, denying access on a large scale to what has come to be referred to as "the people's" university is equally impractical.

As indicated, the denial of access approach cannot be viewed as a practical way to effect immediate savings because financial benefits from such an approach would, of necessity, be delayed for three to five years. But, if such a concept even appeared to be attractive for its long-term potential, one must give serious consideration to the impact that such a policy choice would have on present and future generations of non-traditional students, women and minorities, to whom this system, the State, and the Nation continually have been promising expanded educational opportunities.

Of course, those promises could be retracted to solve a short-term fiscal problem. But, how would we calculate the long-term loss, the missed opportunities, and the failure of a democratic society to provide equal educational opportunities to all of its citizens? How could we renege on the many pledges to disadvantaged groups that have been made by governors, legislatures, and Federal officials over recent months and years?

IV. Potential Approaches to Budget Reduction

The guiding principles we must follow in any recommendations to the Governor, therefore, should be based on minimizing loss of access to students and maintaining or enhancing the quality of educational programs.

This suggests, perhaps, that high cost programs--such as the Sciences, Engineering, Agriculture, Nursing and Architecture--should be closely studied to determine whether suitable educational alternatives can be found elsewhere in the State, since deletion of such higher cost programs would, in principle, affect fewer students

To expand upon just one example of such an approach, one might consider the elimination of the 14 nursing programs. The R.N. needs of the State might still be

met in part by the 62 existing A.A. Nursing programs of the Community Colleges, although baccalaureate programs would no longer be available.

If this alternative were implemented, nurses who hold the R.N. and who were seeking a baccalaureate would be forced to choose other fields than Nursing.

It is estimated that approximately \$10 million could be saved over a period of three to five years if this alternative were pursued.

The immediate effect of this approach would be the dismantling of all existing Nursing Departments in the system. In the long run, however, the supply of highly trained baccalaureate-level primary-care specialists in nursing would be interrupted, thus denying needed medical care personnel to a large number of Californians.

Similar detrimental effects would necessarily accrue if other high-cost academic programs such as Engineering, Agriculture, Architecture or Social Work were to be reduced or discontinued.

In a similar fashion, it would be possible, of course, to price-out, cut and/or eliminate other less costly but high-enrollment programs--such as Business, for example, which is our largest major.

Still another alternative in the academic area would be to consider phasing out support for physical education activity courses and athletic programs for which credits are awarded. An estimated 290 faculty positions are involved in the former programs, with another 140 in the latter. In this way, some \$9 - \$12 million in savings might be realized, but only at the expense of negating the importance that physical education plays in developing a well-rounded university experience, and of ignoring the importance that the Federal government has placed in more than one recent administration on the physical well-being of Americans. In addition, of course, the expanded opportunities in athletics that only recently have been made available to women would be curtailed or eliminated.

Another type of alternative would be to close five of the smaller campuses. Collectively these campuses presently serve over 23,400 students (Fall 1978) in widely scattered geographic areas. In several of these areas no other senior public institutions of higher education are available.

This alternative effectively would deny the opportunity to pursue a college degree to thousands of California citizens solely on the basis of geography, and would ignore the legislative mandate which established them.

To lessen the geographic impact, an alternative approach might be to close two campuses of intermediate size, or one of our larger campuses.

These alternatives present many of the same objections mentioned above, plus the fact that systemwide 60% of all CSUC students attend a campus within the county of their residence. This means that, for the most part, CSUC students are commuters to a local campus. In fact, dormitory facilities are available for only about 6% of all CSUC students. These statistics have special meaning when it is recalled that the mean age of CSUC students is 25.5 years. That is, the typical CSUC student is a tax-paying young adult, employed part time while attending a local university.

An additional important impact of campus closures that must be considered would be the effect on the local economy.

Many of our campuses provide a principal source of employment for their communities. They are in many cases the biggest business in town. The existence of a campus large or small provides a tremendous stimulus to the local economy. It is fair to assume that for each campus employee, at least one-half of a job is created elsewhere in the neighboring community. Therefore, in addition to the effect of denial of access to potential students, campus closure would have an extremely adverse impact on the towns and cities where our campuses are located.

It must be emphasized also that the savings accrued by pursuing the campus closure alternative can be achieved only over a period of time to permit the orderly phase-out of campus programs.

Another alternative for consideration is to phase out State-supported, year-round operation.

At present, four campuses provide a State-supported summer quarter (Los Angeles, Hayward, Pomona, San Luis Obispo), instituted at the request of the Legislature some years ago.

If summer quarters were to be phased out, 363 faculty positions would be lost with a potential savings of approximately \$8 million. Another \$4 to \$7 million in savings might be realized in ancillary costs. However, the 29,000 students affected would have graduation plans delayed. Some of these students might attend self-supported summer sessions, others doubtless would increase their workload in the three traditional quarters, thus creating new costs to the State.

In outlining these potential alternatives, I purposely have not addressed the alternative of tuition because this subject was scheduled to be reexamined this morning by a joint committee of the Board as a major policy issue.

The policy alternatives which I have cited--and others not mentioned--along with their attendant human, programmatic, and fiscal implications--were neither meant to disregard the evident need to reduce government spending nor to suggest that any one of these alternatives should be adopted.

I emphasize that I am not recommending any of these at this time.

The Board of Trustees, the faculty, students and administrators all recognize that government spending should be reduced wherever possible.

Such reductions, however, should not lead to the dismantling of an educational system essential to the well-being and progress of the State--a system created by the people of California to meet the State's continuing need for educated and trained people, a mission The California State University and Colleges is fulfilling extremely well today.

Surely we are capable of greater vision and imagination and managerial skill than that!

Like many responsible officials, including Governor Brown, I believe that there must be fiscal austerity if some of the tax burden carried by our citizens is to be lifted. Yet, I cannot believe that the 65% of the voters of this State who passed Proposition 13 were casting their votes against low-cost higher education provided so efficiently by The California State University and Colleges.

Nor can I believe that they wished to see university campuses closed and their daughters and sons and the children of their children deprived of present and future opportunities to develop their unique human potential and lead creative and contributing lives in society.

Reducing access through program restrictions or campus closures would directly affect many California citizens of modest and low economic status. Many of our students are the children of families in which there have been few, if any, members who have completed a college education. Many CSUC students are ethnic minorities seeking to enhance their opportunities in a society which equates success in life with educational attainment.

Shall we say to these new student pools--the Chicanos, the Blacks, the women, as well as those who traditionally have made up the bulk of our enrollment--"Sorry, your chance to pursue completion of a college education, to become an engineer, a nurse, a businessman, teacher, poet or politician, has been delayed--or cancelled"? I think not.

Yet, such a situation is clearly before us.

I suggest that whatever budgetary reductions may be imposed on this system must be determined by well-reasoned, thorough, and sensitive assessments of the potential implications of such reductions.

In the years that I have served this system as its chief executive officer, budgets presented to the Board of Trustees, and subsequently to the Governor, have always been predicated on efficiency, economy, and equity, as was mentioned earlier. I think the Department of Finance and the Legislature recognize that we have always played it straight. We continue to recognize the need to stress these values in these times of fiscal stringency.

In attempting to be responsive to the Governor's request, those of us who share the responsibility for administering this great and complex State University must be willing to examine every facet of our operations in careful detail. We must make hard decisions and be prepared to live with the results of those decisions.

But such decisions will take time.

In the period ahead, such major decisions will be required if we are called upon by the Governor to make such radical program reductions as I have cited.

Should that occur, I will be back to the Board for further discussion.

There should be no illusion, however, that a \$69 million cut in the budget of this system, should it be required, can be accomplished in a way that will be painless or popular.

Very clearly, faculty, staff and students--and the quality and effectiveness of our overall program--will be affected if we must accept reductions of that magnitude.

And, in my opinion, if that happens, the people of California will not be well served.

Despite whatever reductions are imposed, however, it is incumbent upon us to maintain the basic integrity of the CSUC system.

Those students who enter our colleges and universities must be assured of a sound educational program. Though we may have fewer graduates in the years ahead, they must continue to be of high quality and our offerings must be worth their time and effort. To cheapen our degrees is to dilute the quality which we have spent years building, and would betray the trust which the citizens of California have placed in us.

The issue before us, then, is not merely a budget-cutting operation. It is instead the question of whether the CSUC is to continue in its present form, or is to reduce greatly its service area. Having to cut more than 3,200 people and telling 31,000 students they must go elsewhere is far beyond budgetary concerns. It is rather a matter of serious public policy which must be decided by this Board of Trustees.

I hope the Governor will give us time to make deliberate decisions in these critical areas.

encouraging notes

December 7, 1978

- * NATIONAL SCIENCE FOUNDATION - INSTRUCTIONAL SCIENTIFIC EQUIPMENT IN UNDERGRADUATE SCIENCE EDUCATION. Guidelines for the NSF - Instructional Scientific Equipment in Undergraduate Science Education Program have arrived. The program awards up to \$20,000 as a matching grant for the purchase of scientific instructional equipment that will facilitate the implementation of a well-planned new or improved undergraduate instructional program.

Cal Poly will be allowed to submit a total of five (5) proposals. Departments or disciplines receiving awards within the last two years are not eligible to apply this year, except for interdisciplinary projects. (Note that the NSF program differs from the Title VI-A equipment program in that NSF's support is for science equipment only.)

If more than five proposals are made for the program, the University must determine which of the five will represent it. Therefore, preliminary proposals should be submitted to the Research Development Office by 5:00 p.m. Friday, January 26, 1979. These preliminary proposals should include in rough form all of the information NSF requires in its final proposal and a signed commitment from the department head and school dean approving the matching fund requirements. For more information, contact the Research Development Office.

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- * HEW - FUND FOR THE IMPROVEMENT OF POSTSECONDARY EDUCATION. FIPSE is the governmental, grant-making organization with primary responsibility for improving postsecondary education. It has four distinguishing characteristics: (1) it is comprehensive in scope, covering the entire range of postsecondary; (2) it is responsive, seeking to yield to external initiative the task of conceiving and developing proposals to be funded; (3) it is action-oriented (although the Fund will entertain proposals for policy-oriented studies and feasibility studies directly related to reform, innovation, and improvement, it will not fund proposals for basic research); (4) it is risk-taking. The Fund will entertain proposals for new and unproven ideas as well as proven ones. An estimated 85 new grants will be awarded with funding ranging from \$5,000 to \$200,000. Information on two special emphasis areas will be available from FIPSE in the near future. A preapplication must be postmarked by January 9, 1979. Application deadline is March 20, 1979.

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- * NATIONAL ENDOWMENT FOR THE HUMANITIES - EDUCATION PROGRAM. Education Program guidelines for the NEH have arrived and are available for review in the Research Development Office. The guidelines describe consultant, pilot, and development grants; general project and curriculum materials as well as elementary and secondary education grants; regional development and general projects; and gifts-and-matching grants.

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- ** U.S. OFFICE OF EDUCATION - NATIONAL READING IMPROVEMENT PROGRAM/READING IMPROVEMENT PROJECTS. The purpose of this program is: (1) to support projects strengthening instructional programs in elementary schools with a large number or a high percentage of children with reading deficiencies; or (2) to support projects to establish and improve programs in language arts and reading in pre-elementary schools in areas having a large number or a high percentage of elementary school children with reading deficiencies. Approximately \$4,300,000 is available for the program in FY 1979, and an estimated 72 new projects will be funded.

DEADLINE: JANUARY 31, 1979.

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RESEARCH DEVELOPMENT • ADMINISTRATION 317 • TELEPHONE 546-2982
CALIFORNIA POLYTECHNIC STATE UNIVERSITY • SAN LUIS OBISPO, CALIFORNIA 93407

- * U.S. DEPARTMENT OF AGRICULTURE - COMPETITIVE RESEARCH GRANTS. Postmark deadlines for the receipt of proposals have been delayed. The new deadlines are as follows: *JANUARY 12, 1979* - for Biological Stress on Plants, and *FEBRUARY 16, 1979* - for Genetic Mechanisms for Crop Improvement.

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CALIFORNIA ENERGY COMMISSION - FUNDING OPPORTUNITY FOR LOCAL ENERGY PROGRAMS. CEC is seeking to fund local energy conservation and alternative energy programs under the provisions of a federal grant to the State of California.

Areas of interest are: (1) Local development process and public services -- programs should bring energy resource concerns into the mainstream of local and regional land use, environmental, and related development processes, as well as into the operation of governmental services and utilities facilities. (2) Community action efforts -- programs should provide energy conservation and alternative energy outreach and education programs. (3) Transportation systems management -- programs should develop, implement, and test transportation systems management techniques having the greatest potential for energy savings.

Meetings will be held throughout the state during the application period to provide additional information on the program and to answer questions. A workshop will be held in San Luis Obispo on December 14, 1978, at 10:00 a.m., at the Cal Trans Building, 50 Higuera Street, Basement #4.

DEADLINE: JANUARY 31, 1979.

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- * USOE - ETHNIC HERITAGE STUDIES PROGRAM. This program seeks to develop intercultural understanding within our culturally pluralistic society. More specifically, the aims of the program are to help students learn more about the nature and role of ethnicity in their own lives and in the lives of others and to promote effective interactions among members of the various ethnic groups in the United States.

Assistance will be given for self-contained, one-year projects, with a maximum grant not to exceed \$60,000. Projects may be proposed in one (or more) of the following three areas: (1) training of persons, (2) curriculum materials development, and (3) dissemination of materials in ethnic heritage studies. Each proposal must give strong evidence of community-based cooperation, including creation of an advisory council.

DEADLINE: JANUARY 5, 1979.

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- * U.S. DEPARTMENT OF ENERGY - SMALL SCALE APPROPRIATE ENERGY TECHNOLOGY GRANTS. The purpose of the appropriate energy technology small grants program is to encourage development, demonstration and dissemination of information concerning energy-related systems and supporting technologies. The program goals include: (1) meeting the needs of local communities and enhance community self-reliance through the use of available resources; (2) encouraging use of renewable resources, such as wind and solar, as well as conservation of fossil fuels, such as oil and gas; (3) applying existing technologies to new and innovative uses; (4) encouraging applications that are energy conserving, environmentally sound, small scale, durable, and low cost; and (5) encouraging applications that demonstrate simplicity of installation, operation and maintenance.

DEADLINE: JANUARY 10, 1979.

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- * Guidelines and/or applications available in Research Development Office, 314 Admin.
** Information requested/available soon.
*** Contact agency directly.